

Exhibit 24

NON-DISCRIMINATION POLICY

I. PURPOSE

This Order establishes general policy for the United States Patent and Trademark Office (USPTO/Agency) to prohibit discriminatory practices and policies.

II. POLICY

- A. It is the policy of the USPTO to prohibit discrimination in employment because of race, color, religion, sex, national origin, age, disability, and/or genetic information. No employee or applicant for employment shall be subject to retaliation for opposing any practice made unlawful by anti-discrimination statutes or for participating in any stage of administrative or judicial proceedings under those laws. Authority: Title VII of the Civil Rights Act of 1964 (Title VII), as amended, 42 U.S.C. § 2000e *et seq.*; Equal Pay Act of 1963, as amended, 29 U.S.C. § 206(d) *et seq.*; Age Discrimination in Employment Act of 1967 (ADEA), as amended, 29 U.S.C. § 621 *et seq.*; Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended, 29 U.S.C. § 791 *et seq.*; 29 C.F.R. pt. 1630 (2003); and Genetic Information Nondiscrimination Act of 2008 (GINA), 42 U.S.C. § 2000ff *et seq.*
- B. It is the policy of the USPTO to maintain a continuing affirmative program to identify and eliminate discriminatory practices and policies, including discrimination in the Agency's personnel policies, practices, and working conditions. Authority: 29 C.F.R. § 1614.102(a) (2003).
- C. It is the policy of the USPTO to prohibit discrimination in employment based on sexual orientation, gender identity and/or status, marital status, and/or political affiliation. Authority: 5 U.S.C. § 2302 of the Civil Service Reform Act of 1978, as amended; Executive Order 11478, as amended by Executive Orders 12106 and 13087 (collectively, the Executive Order); and the Executive Memorandum of June 17, 2009.

III. SCOPE

This Order applies to employees and applicants for employment at the USPTO.

IV. ACCOUNTABILITY

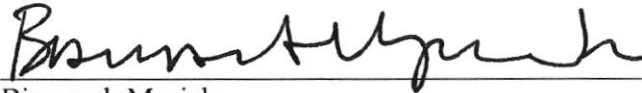
- A. The Agency's officials, managers, supervisors, and other employees will be held accountable for discrimination, civil rights violations, and related misconduct.
- B. The Agency will take appropriate corrective or disciplinary action.

AAO 214-01

V. EFFECT ON OTHER AAOs

This Amended Order supersedes the USPTO Policy Statement on Nondiscrimination 01-17 (2000).

ISSUED BY:

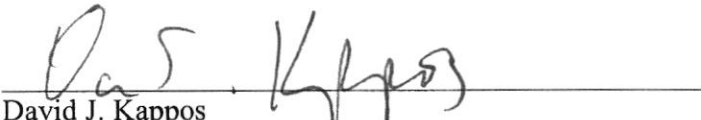


Bismarck Myrick
Director, Office of Equal Employment Opportunity and
Diversity

10-20-2010

Date

APPROVED BY:



David J. Kappos
Under Secretary of Commerce for Intellectual Property and
Director of the United States Patent and Trademark Office

12/10/10

Date

OFFICES OF PRIMARY INTEREST: Office of Equal Employment Opportunity and Diversity